

October Diversity Message

October diversity events include the annual campaign Breast Cancer Awareness Month. Breast cancer is one of the leading causes of death in women. With the Arkansas Wing's membership sitting at 22.73% women, I wanted to make sure this information got out to you again. Men, sorry, while breast cancer mainly affects women, 1 in 100 cases are male. This information is important to you as well.

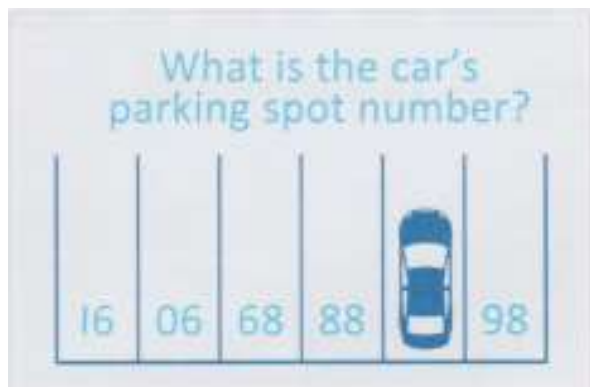
Things to look for in the breast region: lumps (these can be in the underarm or armpit as well), thickening or swelling, irritation or dimpling, redness or flaky skin, pulling in or pain, discharge, any change in size, pain in any part.

Most of these items can occur when it is not cancer, but if you experience any of these, please contact a doctor right away.

The CDC has some great resources on screening and reducing your risk factors, [CDC Breast Cancer Basic Information](https://www.cdc.gov/cancer/breast/basic_info/index.htm). https://www.cdc.gov/cancer/breast/basic_info/index.htm

Catching this in its early stages is the best all around, add self-checking to your calendar, do this regularly, at least once a month. Ask your loved ones if they have checked themselves lately. If you find something, seek a doctor's advice immediately.

Cognitive Diversity is a Game-Changer



Lt Col Rine shared this with me, it's from Arkansas Children's HR Connect newsletter. From an article titled Cognitive Diversity is a Game-Changer. V. P. Parker tells us how he thought he was smarter than his 14-year-old, but she was able to answer this problem where he wasn't. He goes on to say that many think Diversity, Equity and Inclusion is about visible diversity, or the things that we think we can see about people. Yes, this is true, but it's so much more than that. It's our experiences, knowledge, and thought processes as well.

“A team with cognitive diversity has increased power for innovation and creativity.”

I shared this challenge with two groups. One was the newly forming Charleston flight, where all 12 year olds got the answer immediately. The other was Ft. Smith Composite squadron with a mix of 12-18 olds from different schools and many seniors, only a handful of those participating were able to guess the correct answer.

When asked what the point of the exercise was, I received answers like “Look at things from different perspectives”, “think outside the box”, “back up and look at things from a wider view”. These are all great and perfect responses. I would add though “with different ways of thinking, it takes us all to make the best team.”

You guys are great, I am proud to be a part of the Arkansas Wing Civil Air Patrol. If you need the answer to the above (I had to look it up myself) or would like a copy of the article this was pulled from just let me know.

Thank you.
Major Podgurski



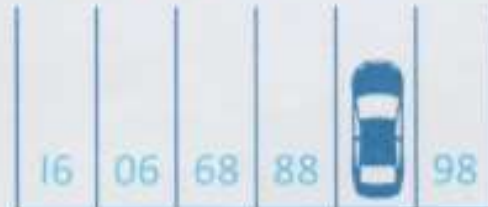
Cognitive Diversity is a Game-Changer

- V.P. Parker, Director of Diversity Equity and Inclusion

I'm smarter than my 14-year-old, eighth-grade, daughter, right? Wrong! I was presented

with this easy problem to solve and told two things: 1) I couldn't use paper and pen to figure it out and 2) don't let my eighth grader figure it out before me. I accepted the challenge. She beat me. Now, I'm inviting you to solve this puzzle.

What is the car's parking spot number?



I sometimes hear that Diversity, Equity and Inclusion (DEI) is about visible diversity, or the things that we think we can see about people. This is true, but DEI is about so much more. DEI is also about listening to, respecting and valuing things that aren't readily visible. Things like a team member's experiences, knowledge, and thought processes. Cognitive diversity includes the way someone thinks, approaches problem-solving, and how they process information in their head before we ever hear it or see it.

For example, the Whole Brain Model asserts that there are four main ways of thinking: 1) analytical 2) linear 3) relationship-oriented and 4) big picture. (I simplified the terms.) At Arkansas Children's, we understand that cognitive diversity is not visible on a person, yet we still value it.

A team with cognitive diversity has increased power for innovation and creativity. Together they can generate an increased number of options for solutions, increases and increases the likelihood that a better solution is implemented.

This leads me back to why my daughter arrived at the answer faster than I did. While I used my analytical thinking to figure out the pattern that starts with 16 then moves to 06 and ends with 98, the approach my 8th-grader used was to re-orient herself to look at the picture from another angle and THAT was a game-changer.

She leveraged the way she thinks to get to the solution. Arkansas Children's DEI efforts value each person's diversity dimensions whether those dimensions are visible (things we think we can see) or not visible (cognitive diversity, experiences).

If you haven't figured out the answer to the question, try approaching and thinking about the problem differently or find someone who thinks differently than you to help you. Reorient yourself (or the picture) to look at it from a different angle. Include, value and seek out cognitive diversity in others and for your teams. It's a game-changer.